ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ

ಅಧಿಕೃತವಾಗಿ ಪ್ರಕಟಿಸಲಾದುದು

ಸಂಪುಟ ೧೫೧ Volume 151	ಬೆಂಗಳೂರು, ಗುರುವಾರ, ಮೇ ೧೯, ೨೦೧೬ (ವೈಶಾಖ ೨೯, ಶಕ ವರ್ಷ ೧೯೩೮) **Bengaluru, Thursday, May 19, 2016 (Vaishakha 29, Shaka Varsha 1938)**	ಸಂಚಿಕೆ ೨೦ Issue 20

ಭಾಗ ೧

ರಾಜ್ಯ ಸರ್ಕಾರದ ಮುಖ್ಯ ಆದೇಶಗಳು ಹಾಗೂ ಸುತ್ತೋಲೆ ಮುಂತಾದ ಎಲ್ಲಾ ಇಲಾಖೆಗಳಿಗೂ ಸಂಬಂಧಿಸಿದ ಆದೇಶಗಳು

LABOUR SECRETARIAT

Sub: Tripartite Wage Committee report of Sugar Industry – Implementation of the Report-reg.

Read: 1. Government Order No. LD 85 LWA 2014, Dated: 12-09-2014.

2. Proceedings of the Tripartite Wage Committee meeting held on 15.11.2014

3. Proceedings of the Sub-Committee constituted for finalizing the demands of the Karnataka Sugar Workers Federation dated: 25.08.2015

4. Proceedings of the Tripartite Wage Committee meeting held on 26.11.2015

PREAMBLE:

A Tripartite Wage Committee for Sugar Industry was constituted vide G.O read at (1) above, under the Chairmanship of Hon'ble Minister for Labour with the following terms of reference.

a. Review the existing wage structure of the sugar industry keeping in view the adjustments of wage differentials, if any, commensurate with the work load.

b. Determination of Uniform service conditions for workmen in all sugar Factories.

c. Determination of Uniform Standing Orders for all sugar Factories.

The Tripartite Wage Committee met on 15-11-2014 read at (2) above and constituted a Sub-committee headed by the Additional Commissioner of Labour(Admn) as its Chairman and Director of Sugar, President- South Indian Sugar Industry Manufacturing Association, President- Karnataka Co-operative Sugar Factory Federation and President- Karnataka Sugar Workers Federation as members and Joint Labour Commissioner as Convenor.

The Sub-committee submitted its report based on bilateral settlement dated 25-08-2015 to the Chairman of the Tripartite Wage Committee on 26-11-2015, read at (3) & (4) above. The report of the Sub-Committee was placed before the Tripartite Wage Committee on 26-11-2015 and after prolonged discussion on all the points, the Committee unanimously approved the report of the Sub-Committee and made the following recommendations :-

1.0. INCREASE IN BASIC WAGES:

It is agreed that the workman who are on the rolls as on 1st April 2014 shall be granted an increase in basic wages as shown below:

Group	Category	Basic wage increase in Rs.
I	Unskilled	575/-
II	Semiskilled	600/-
III	Skilled B & Clerical IV	625/-
IV	Skilled A & Clerical III	650/-

Group	Category	Basic wage increase in Rs.
V	Highly Skilled & Clerical II	675/-
VI	Clerical I & Supervisory C	700/-
VII	Supervisory B	725/-
VIII	Supervisory A	750/-
IX	Supervisory A (Special Grade)	775/-

2.0 REVISION OF PAY SCALES:

2.1 Both the parties have agreed to revise the pay scale as detailed below by merging the Variable DA of Rs.3500/- with the existing pay scale. The annual increment will be at Rs.30/-.

The merger of VDA in the existing pay scales as follows:

Group	Category	Existing scale of pay	FA	Revised scale of pay	FA
I	Unskilled	5500-60-6100-65-6750-70-7800	310	9000-90-9900-95-10850-100-12350	310
II	Semiskilled	5600-65-6250-70-6950-75-8075	220	9100-95-10050-100-11050-105-12625	220
III	Skilled B & Clerical IV	5750-75-6500-80-7300-85-8575	99/97	9250-105-10300-110-11400-115-13125	99/97
IV	Skilled A & Clerical III	5900-80-6700-85-7550-90-8900	-	9400-110-10500-115-11650-120-13450	-
V	Highly Skilled & Clerical II	6000-85-6850-90-7750-95-9175	-	9500-115-10650-120-11850-125-13725	-
VI	Clerical I & Supervisory C	6100-90-7000-95-7950-100-9450	-	9600-120-10800-125-12050-130-14000	-
VII	Supervisory B	6200-95-7150-100-8150-105-9725	-	9700-125-10950-130-12250-135-14275	-
VIII	Supervisory A	6400-110-7500-125-8750-140-10850	-	9900-140-11300-155-12850-170-15400	-
IX	Supervisory A (Special Grade)	6600-135-7950-150-9450-165-11925	-	10100-165-11750-180-13550-195-16475	-

2.2 The workman who is in receipt of Fixed Allowance will continue to be paid the same.

2.3 The employees who have reached the maximum of the revised scale of pay shall continue to draw the increment on their due dates subject to fulfilling the conditions for grant of annual increment.

3.0 FITMENT:

3.1 It is agreed between the parties that the wage increase under Clause 1 and merger of VDA of Rs.3500/- as mentioned in Clause 2 shall be added to the basic pay drawn by the workman in the existing scale as on 31-03-2014. The basic pay in the new scale will be fitted at the appropriate stage in the revised pay scale effective from 01-04-2014, after granting one fitment increment in the revised scale.

3.2 Fitment illustration is detailed in Annexure-A.

4.0. VARIABLE DEARNESS ALLOWANCE:

4.1 It is agreed that the Variable Dearness Allowance shall continue to be calculated on quarterly average basis, based on the variations in All India Average Consumer Price Index (base 1960=100 points). For the points over and above 1015, the VDA will be calculated at the rate of Rs.2.70 (Rupees Two and paise seventy only) per point of variation. (The accumulated VDA points up to 31-03-2014 are 5448 points and further raise over and above 5448 points, VDA amount will be calculated at Rs.2.70 per point).

4.2 The existing method of calculation of VDA on quarterly basis would continue.

5.0. HOUSE RENT ALLOWANCE:

5.1 It is agreed between the parties that the House Rent Allowance shall be paid to the workman on roll with effect from 01-04-2014.

Group	Category	Existing HRA Rs./month	Increase in HRA Rs./month	Revised HRA Rs./month
I	Unskilled	500/-	255/-	755/-
II	Semiskilled	525/-	255/-	780/-
III	Skilled B & Clerical IV	545/-	255/-	800/-
IV	Skilled A & Clerical III	570/-	255/-	825/-

Group	Category	Existing HRA Rs./month	Increase in HRA Rs./month	Revised HRA Rs./month
V	Highly Skilled & Clerical II	595/-	255/-	850/-
VI	Clerical I & Supervisory C	610/-	255/-	865/-
VII	Supervisory B	635/-	255/-	890/-
VIII	Supervisory A	660/-	255/-	915/-
IX	Supervisory A (Special Grade)	710/-	255/-	965/-

5.2 Wherever employees are in receipt of higher HRA than agreed herein, such of those employees will continue to receive the higher amount. Wherever rent free housing accommodation is provided, no HRA is applicable to such workman.

6.0. MEDICAL ALLOWANCE:

6.1 It is agreed that the Medical Allowance shall be increased by Rs.400/- per month, effective from 01-04-2014 to all the workmen on the roll.

7.0 RETAINING ALLOWANCE:

7.1 It is agreed that the Retaining Allowance payable to the seasonal workmen of different categories shall be revised as under effective from 01-04-2014:

Category	Existing rate	Revised rate
Unskilled	35%	37.5%
Semiskilled	45%	47.5%
Others	52%	54.5%

7.2 It is also agreed that the seasonal workmen will be paid the HRA and Medical Allowance, as applicable, on monthly basis, along with the Retaining Allowance. If the seasonal employees do not report for duty during the next season, the Retaining Allowance so paid for the off season shall be recovered proportionate to the period of such absence during the following season from any other payments payable to the workmen concerned.

8.0 NIGHT SHIFT ALLOWANCE:

The workman who is on the night shift shall be paid the Night Shift Allowance at the rate of Rs.15/- per night. Wherever if the employees are in receipt of higher night shift allowance, the same shall be protected.

9.0. OTHER FACILITIES:

It is agreed between the parties that the following facilities will be decided at factory level.

1. Uniform and Washing allowance.
2. Free electricity and sugar
3. Voluntary Retirement Scheme
4. Leave benefits
5. Facilities for cultural programme
6. Medical treatment
7. Travelling allowance/FTA

10.0. PERIOD OF VALIDITY OF SETTLEMENT:

It is agreed that the settlement shall be in force and be binding on parties to the settlement for a period of four years from 01-04-2014 to 31-03-2018. The settlement shall continue to remain in force thereafter, unless terminated by either party after giving a notice in accordance with the provisions of Industrial Dispute Act, 1947 and or replaced by another settlement or award which may be legally binding on both the parties.

11.0. OBJECTIVE OF THE SETTLEMENT:

11.01 The purpose of this settlement is to provide orderly and harmonious Industrial relations through collective bargaining, to attain efficiency, smooth and un-interrupted operations in the company and to increase overall productivity of the workmen.

11.02 The union agrees to render complete whole-hearted and unstinted co-operation in improving productivity, flexibility to sustain and to improve competitive status and earning capacity of the company.

11.03 It is agreed that workman and union will fully co-operate with the management in maintaining the strict discipline and will make joint efforts to remove restrictive practices, if any.

12.0. GENERAL:

It is agreed to by the unions/workman to render whole hearted co-operation with the management in respect of various measures initiated from time to time to ensure:

1. Discipline, industrial peace and harmony
2. Improvement in production, quality, attendance and time keeping
3. Elimination of waste full practices
4. Replacing the outdate methods, equipments, procedures, process and systems with more effective process and alternative methods, equipment rationalisation
5. Adopting cost reduction techniques for better viability, competitiveness and growth of the industry
6. Achieving maximum capacity utilisation and productivity
7. Flexible/Multi skilled work practices and re-deployment

13.0. BASIS OF SETTLEMENT:

It is agreed that such of those demands as are raised in their charter of demands dated 21-07-2014 by the Karnataka Sugar Workers Federation and raised during the various stages of negotiations which are not specially dealt with or not decided herein are treated to have been dropped and will not be raised again during the currency of the settlement.

14.0. INTERPRETATION:

Any difficulties in the interpretation of the terms of the settlement shall be resolved by the parties to this settlement by mutual discussion. In the event if it is not settled by mutual discussions then it could be taken before the Additional Labour Commissioner (Admin) and his verdict will be the final.

15.0 PAYMENT OF ARREARS:

The arrears arising out of this settlement for the period from 01-04-2014 to the date of signing the settlement will be paid within six months from the date of signing of the settlement (25.08.2015) in two equal instalments.

16.0. FULL CONSENT AND SIGNATURES:

Both the parties have affixed their signature to this Memorandum of Settlement with their full consent on 25-08-2015.

Government Order No. LD 85 LWA 2014, Bengaluru Dated 18–03-2016

After careful consideration of the recommendations made by the Tripartite Wage Committee, the Government is pleased to accord its approval for implementation of recommendations in all Sugar Industries in the State of Karnataka.

By Order and in the name of the Governor of Karnataka
A.N. RADHAMANI
Under Secretary to Government
Labour Department

Annexure-A

(Refer Para 3.2 of this settlement)

Category	UNSKILLED			SEMI SKILLED		
Existing Scale (Rs.)	5500-60-6100-65-6750-70-7800			5600-65-6250-70-6950-75-8075		
Revised Scale (Rs.)	9000-90-9900-95-10850-100-12350			9100-95-10050-100-11050-105-12625		
Basic Salary (Rs.)	5500	6100	6750	5600	6250	6950
Merger of VDA (Rs.)	3500	3500	3500	3500	3500	3500
Wage increase (Rs.)	575	575	575	600	600	600
TOTAL	**9575**	**10175**	**10825**	**9700**	**10350**	**11050**
Fitment Benefit (Rs.)	55	10	25	65	0	0
Revised Basic Pay in the revised Scale (Rs.)	9630	10185	10850	9765	10350	11050
One Fitment Increment	90	95	100	95	100	105
Revised Basic Pay						
as on 01.04.2014	**9720**	**10280**	**10950**	**9860**	**10450**	**11155**

Category	SKILLED-B & CLERICAL-IV		
Existing Scale (Rs.)	5750-75-6500-80-7300-85-8575		
Revised Scale (Rs.)	9250-105-10300-110-11400-115-13125		
Basic Salary (Rs.)	5750	6500	7300
Merger of VDA (Rs.)	3500	3500	3500
Wage increase (Rs.)	625	625	625
TOTAL	**9875**	**10625**	**11425**
Fitment Benefit (Rs.)	5	5	90
Revised Basic Pay in the revised Scale (Rs.)	9880	10630	11575
One Fitment Increment	105	110	115
Revised Basic Pay			
as on 01.04.2014	**9985**	**10740**	**11690**

SKILLED-A & CLERICAL-III		
5900-80-6700-85-7550-90-8900		
9400-110-10500-115-11650-120-13450		
5900	6700	7550
3500	3500	3500
650	650	650
10050	**10850**	**11700**
10	110	70
10060	10960	11770
110	115	120
10170	**11075**	**11890**

Category	HLY-SKILLED & CLERICAL-II		
Existing Scale (Rs.)	6000-85-6850-90-7750-95-9175		
Revised Scale (Rs.)	9500-115-10650-120-11850-125-13725		
Basic Salary (Rs.)	6000	6850	7750
Merger of VDA (Rs.)	3500	3500	3500
Wage increase (Rs.)	675	675	675
TOTAL	**10175**	**11025**	**11925**
Fitment Benefit (Rs.)	15	105	50
Revised Basic Pay in the revised Scale (Rs.)	10190	11130	11975
One Fitment Increment	115	120	125
Revised Basic Pay			
as on 01.04.2014	**10305**	**11250**	**12100**

CLERICAL-! & SUP-C		
6100-90-7000-95-7950-100-9450		
9600-120-10800-125-12050-130-14000		
6100	7000	7950
3500	3500	3500
700	700	700
10300	**11200**	**12150**
20	100	30
10320	11300	12180
120	125	130
10440	**11425**	**12310**

Category	SUP-B		
Existing Scale (Rs.)	6200-95-7150-100-8150-105-9725		
Revised Scale (Rs.)	9700-125-10950-130-12250-135-14275		
Basic Salary (Rs.)	6200	7150	8150
Merger of VDA (Rs.)	3500	3500	3500
Wage increase (Rs.)	725	725	725
TOTAL	**10425**	**11375**	**12375**
Fitment Benefit (Rs.)	25	95	10
Revised Basic Pay in the revised Scale (Rs.)	10450	11470	12385
One Fitment Increment	125	130	135
Revised Basic Pay			
as on 01.04.2014	**10575**	**11600**	**12520**

SUP-A		
6400-110-7500-125-8750-140-10850		
9900-140-11300-155-12850-170-15400		
6400	7500	8750
3500	3500	3500
750	750	750
10650	**11750**	**13000**
90	15	20
10740	11765	13020
140	155	170
10880	**11920**	**13190**

Category	**SPECIAL GRADE**		
Existing Scale (Rs.)	6600-135-7950-150-9450-165-11925		
Revised Scale (Rs.)	10100-165-11750-180-13550-195-16475		
Basic Salary (Rs.)	6600	7950	9450
Merger of VDA (Rs.)	3500	3500	3500
Wage increase (Rs.)	775	775	775
TOTAL	**10875**	**12225**	**13725**
Fitment Benefit (Rs.)	50	5	20
Revised Basic Pay in the revised Scale (Rs.)	10925	12230	13745
One Fitment Increment	165	180	195
Revised Basic Pay			
as on 01.04.2014	**11090**	**12410**	**13940**

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A.N. RADHAMANI
Under Secretary to Government
Labour Department

LABOUR SECRETARIAT

Sub: Tripartite Wage Committee report of Sugar Industry- Implementation of the Report-reg.

Read: 1. Government Order No. LD 106 LMW 2009, Dated: 21-11-2009

2. Proceedings of the Tripartite Wage Committee meeting held on 01.02.2010

3. Proceedings of the Sub-Committee constituted for finalizing the demands of the Karnataka Sugar Workers Federation held on 30.08.2010

4. Proceedings of the Tripartite Wage Committee meeting held on 15.11.2014

5. Proceedings of the Tripartite Wage Committee meeting held on 26.11.2015

Preamble:

A Tripartite Wage Committee for Sugar Industry was constituted vide G.O No: LD 106 LMW 2014, dated: 21.11.2009 read at (1) above under the Chairmanship of Hon'ble Minister for Labour with the following terms of reference:

a. Review the existing wage structure of the sugar industry keeping in view the adjustments of wage differentials, if any, commensurate with the work load.

b. Determination of Uniform service conditions for workmen in all sugar Factories.

c. Determination of Uniform Standing Orders for all sugar Factories.

The Tripartite Wage Committee met on 01-07-2010 and constituted a Sub-committee under the chairmanship of Labour Commissioner vide proceedings read at (2) above. The Sub-committee entered into bilateral settlement vide proceedings 30.08.2010 read at (3) above.

The bilateral settlement of the Sub-Committee dated 30.08.2010 was placed before the Tripartite Wage Committee on 15.11.2014 and 26.11.2015 and after discussion on all the points, the Committee unanimously approved the report of the Sub-Committee and made the following recommendations :-

1.0 Increase in Basic Wage:

1.1 Confirmed workmen who are under the rolls as on 01-04-2009 shall be granted an increase in basic wage as shown below:-

Group	Category	Basic Wage Increase in Rs.
I	Unskilled	400
II	Semi Skilled	415
III	Skilled B & Clerical IV	430
IV	Skilled A & Clerical III	445

Group	Category	Basic Wage Increase in Rs.
V	Highly Skilled & Clerical II	460
VI	Clerical I & Supervisory C	475
VII	Supervisory B	490
VIII	Supervisory A	505
	Supervisory A (Special Grade)	520

2.0 Revised Pay Scale:

2.1 To revise the pay scales as below by merging with the existing pay scales Rs. 2100 (VDA applicable upto 3006 points) drawn from the existing Variable Dearness Allowance. The merger of VDA in the existing pay scales is as follows:-

From AIACPI : 2068 Points to 2467 (400) Points @ Rs. 2.15 = Rs.860.00

From AIACPI : 2468 Points to 3006 (539) Points @ Rs.2.30 = Rs. 1239.70

Total (939) Points = Rs.2099.70

Rounded Off to = Rs.2100.00

Group	Category	Existing scale of pay	Festival advance	Revised pay scale	Festival advance
I	Unskilled	3400-45-3850-50-4350-55-5175	310	5500-60-6100-65-6750-70-7800	310
II	Semi Skilled	3500-50-4000-55-4550-60-5450	220	5600-65-6250-70-6950-75-8075	220
III	Skilled B & Clerical IV	3650-60-4250-65-4900-70-5950	99 97	5750-75-6500-80-7300-85-8575	99 97
IV	Skilled A & Clerical III	3800-65-4450-70-5150-75-6275	-	5900-80-6700-85-7550-90-8900	-
V	Highly Skilled & Clerical II	3900-70-4600-75-5350-80-6550	-	6000-85-6850-90-7750-95-9175	-
VI	Clerical I & Supervisory C	4000-75-4750-80-5550-85-6825	-	6100-90-7000-95-7950-100-9450	-
VII	Supervisory B	4100-80-4900-85-5750-90-7100	-	6200-95-7150-100-8150-105-9725	-
VIII	Supervisory A	4300-95-5250-110-6350-125-8225	-	6400-110-7500-125-8750-140-10850	-
	Supervisory A (Special Grade)	4500-120-5700-135-7050-150-9300	-	6600-135-7950-150-9450-165-11925	-

2.2 The Workmen who are in receipt of Fixed Allowance will continue to be paid the same.

2.3 The employees who have reached the maximum of the revised scales of pay shall continue to draw the increment on their due dates subject to fulfilling the conditions for grant of annual increment.

3.0 Fitment :

3.1 The wage increase granted under Clause-1 and merger of VDA as mentioned in Clause-2, shall be added to the basic pay drawn by the workmen in the existing pay scale as on 31-03-2009 and fitment at the appropriate stage in the revised pay scale. After fitment one fitment increment in the revised scale shall be added.

3.2 Fitment illustration is given in Annexure-A.

4.0 Variable Dearness Allowance (VDA):

4.1 Variable Dearness Allowance shall continue to be calculated on quarterly average basis based on the variations in All India average consumer price index (Base 1960=100). For the points over and above 3340, the VDA will be calculated at the rate of **Rs. 2.50 (Rupees two and fifty paise only)** per point of variation.

4.2 The Variable Dearness Allowance rates are as follows:

Upto 3006 average points	NIL (Rs. 2,100/- merged with basic salary as per clause 2.1)
From 3007 to 3339 points (333 points)	Rs. 765.90 (@ Rs. 2.30/- per point)
VDA as on 01-04-2009 for 31 points (3370-3340=31 points) @ Rs. 2.50 per point	Rs. 843.40

VDA as on 01-07-2009 for 23 points (3393-3340=23 points) @ Rs. 2.50 per point	Rs. 900.90
VDA as on 01-10-2009 for 137 points (3530-3340=137 points) @ Rs. 2.50 per point	Rs. 1243.40
VDA as on 01-01-2010 for 199 points (3729-3340=199 points) @ Rs. 2.50 per point	Rs.1740-90
VDA as on 01-04-2010 for 143 points (3872-3340=143 points) @ Rs. 2.50 per point	Rs. 2098-40
VDA as on 01-07-2010 for 8 points (3880-3340=8 points) @ Rs. 2.50 per point	Rs. 2118-40

5.0 House Rent Allowance:

5.1 HRA shall be paid to the applicable confirmed workmen with effect from 01-04-2009 as shown below

Category	Existing HRA Rs. /month	Increase in HRA Rs. /month	Revised HRA Rs. /month
Unskilled	280	220	500
Semi Skilled	295	230	525
Skilled B & Clerical IV	310	235	545
Skilled A & Clerical III	330	240	570
Highly Skilled & Clerical II	345	250	595
Clerical I & Supervisory C	360	250	610
Supervisory B	375	260	635
Supervisory A	395	265	660
Supervisory A (Special Grade)	425	285	710

5.2 Wherever the employees are in receipt of higher amount of HRA than agreed herein, such of those employees will continue to receive the same higher amount. Wherever rent free housing is provided, no House Rent Allowance in terms of the settlement is payable to such workmen.

6.0 Medical Allowance :-

6.1 Medical Allowance will be increased from Rs. 250 (Rupees Two Hundred and Fifty only) to Rs. 400/-(Rupees four hundred only) with effect from 01-04-2009 and paid to all confirmed workmen.

6.2 Where employees are already in receipt of higher amount by way of Medical Allowance than provided for under the agreement, that amount will be protected.

7.0 Retaining Allowance:-

7.1 The Retaining Allowance payable to seasonal of different categories shall be revised as under with effect from 01-04-2009

Category	Existing rate	Revised rate
Unskilled	32%	35%
Semi Skilled	42%	45%
Others	52%	No Change

7.2 House Rent Allowance and Medical Allowance to seasonal workmen will be paid on monthly basis along with Retaining Allowance. If seasonal employees do not report for duty during the next following season, the Retaining Allowance so paid for the off-season shall be recovered proportionate to the period of such absence during following season from any other payments payable to the workmen concerned.

8.0 Payment of Arrears:-

8.1 The arrears on fitment arising out of this settlement for the period from 01-04-2009 to 30-09-2010 will be paid as under:

a. Arrears from 01-04-2009 to 31-12-2009 – after 01-10-2010 but before 31-12-2010.

b. Arrears from 01-01-2010 to 30-09-2010 –after 01-01-2011 but before 31-03-2011.

9.0 Other Facilities:-

9.1 The demands in respect of the following may be discussed at unit level.

- Uniform and washing allowance
- Free Electricity and sugar
- Voluntary retirement Scheme
- Leave benefits
- Facilities for cultural programme
- Medical Treatment

10.0 General :-

10.1 Unions / workmen to render whole hearted cooperation with the management in respect of various initiated from time to time and ensure.

1. Discipline, Industrial Peace and Harmony.
2. Improvement in Production, Quality, Attendance and Time Keeping.
3. Elimination of wasteful practices.
4. Replacing the out dated methods, equipments, procedures, process and systems with more effective process and alternative methods, equipment rationalization.
5. Adopting cost reduction techniques for better viability, competitiveness and growth of the Industry.
6. Achieving maximum capacity utilization and productivity.
7. Flexible / multi skilled practices and redeployment.

11.0 Any interim increase given in the form of raising Basic Salary, VDA and other allowances during the existing period of settlement till signing the new settlement shall be adjusted against the increase given by this settlement.

12.0 Basis of Settlement:

12.1 Such of those demands as are required in their charter of demands dated 31-08-2009 by the Karnataka Sugar Workers Federation and raised during the various stages of negotiations which are not specifically dealt with or not decided herein are treated to have been dropped and will not be raised again during the currency of this settlement.

12.2 The existing demands raised by the Workers Federation in their charter of demands referred to above and during the bi-partite discussions are hereby settled fully and finally. It is also agreed that the Workers Federation will not raise any demands involving financial commitment during the currency of this settlement before the managements or any other authorities. In respect of any other Member Sugar Mill of SISMA (K), if there exists already an agreement on wage and other related matters, this settlement will not be binding on them and in such of those cases, the existing agreement will continue to be in force and will only apply.

12.3 It is agreed that the matters covered under the settlement would not be revised or altered during the currency of this settlement in the event of any National Level Sugar Wage Board/ Tripartite Wage Committee or any recommendations / orders were to come into force.

13.0 Period of Settlement:

13.1 The settlement shall be in force and be binding on the parties to the settlement for a period of (5) five years from 01-04-2009 to 31-03-2014.

FULL CONSENT AND SIGNATURES:

Both the parties have affixed their signature to this Memorandum of Settlement with their full consent on 30.08.2010.

Government Order No. LD 85 LWA 2014 (P1), Bengaluru, Dated18 .03.2016

After careful consideration of the recommendations made by the Tripartite Wage Committee, the Government is pleased to accord its approval for implementation of recommendations in all Sugar Industries in the State of Karnataka for a period of (5) five years from 01-04-2009 to 31-03-2014.

By Order and in the name of the Governor of Karnataka

A.N. RADHAMANI

Under Secretary to Government

Labour Department

Annexure-A

Category	**Unskilled**			**Semi Skilled**		
Existing Scale Rs.	3400-45-3850-50-4350-55-5175			3500-50-4000-55-4550-60-5450		
Revised Scale Rs.	5500-60-6100-65-6750-70-7800			5600-65-6250-70-6950-75-8075		
Basic Scale (Rs.)	3400	3850	4350	3500	4000	4550
Merger of VDA (Rs.)	2100	2100	2100	2100	2100	2100
Wage increase (Rs.)	400	400	400	415	415	415
Total	5900	6350	6850	6015	6515	7065
Fitment Benefit (Rs.)	20	10	40	40	15	35
Revised Basic Pay in the revised Scale (Rs.)	5920	6360	6890	6055	6530	7100
One Fitment Increment	60	65	70	65	70	75
Revised Basic pay as on 01-04-2009 (Rs.)	5980	6425	6960	6120	6600	7175

Category	**Skilled B & Clerical IV**			**Skilled A & Clerical III**		
Existing Scale Rs.	3650-60-4250-65-4900-70-5950			3800-65-4450-70-5150-75-6275		
Revised Scale Rs.	5750-75-6500-80-7300-85-8575			5900-80-6700-85-7550-90-8900		
Basic Scale (Rs.)	3650	4250	490	3800	4450	5150
Merger of VDA (Rs.)	2100	2100	2100	2100	2100	2100
Wage increase (Rs.)	430	430	430	445	445	445
Total	6180	6780	7430	6345	6995	7695
Fitment Benefit (Rs.)	20	40	40	35	45	35
Revised Basic Pay in the revised Scale (Rs.)	6200	6820	7475	6380	7040	7730
One Fitment Increment	75	80	85	80	85	90
Revised Basic pay as on 01-04-2009 (Rs.)	6275	6900	7555	6460	7125	7820

P.R. 250
SC - 200

A.N. RADHAMANI
Under Secretary to Government
Labour Department

ಕಂದಾಯ ಸಚಿವಾಲಯ

ತಿದ್ದುಪಡಿ ಆದೇಶ

ಸಂಖ್ಯೆ: ಆರ್‌ಡಿ 5 ಎಲ್‌ಜಿಇ 2015, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 22-03-2016.

ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆರ್‌ಡಿ 39 ಎಲ್‌ಜಿಇ 2012, ದಿನಾಂಕ: 13.06.2013ರ ಆದೇಶ ಭಾಗದ ಐದನೆಯ ಸಾಲಿನ ವಿಸ್ತೀರ್ಣ 47-12ಎಕರೆ ಎಂಬುದರ ಬದಲಾಗಿ 48.68 ಎಕರೆ ಎಂದು ತಿದ್ದಿ ಓದಿಕೊಳ್ಳತಕ್ಕದ್ದು.

PR. 249
SC. 25

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆಜ್ಞಾನುಸಾರ ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ,
ರೇವಯ್ಯ
ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ,
ಕಂದಾಯ ಇಲಾಖೆ.(ಭೂ ಮಂಜೂರಾತಿ-3)

ಆಹಾರ, ನಾಗರಿಕ ಸರಬರಾಜು ಮತ್ತು ಗ್ರಾಹಕರ ವ್ಯವಹಾರಗಳ ಸಚಿವಾಲಯ

ವಿಷಯ : ಆಹಾರ, ನಾಗರಿಕ ಸರಬರಾಜು ಮತ್ತು ಗ್ರಾಹಕರ ವ್ಯವಹಾರಗಳ ಇಲಾಖೆಯ ವಿವಿಧ ವೃಂದಗಳ ಒಟ್ಟು 352 ತಾತ್ಕಾಲಿಕ ಹುದ್ದೆಗಳನ್ನು ದಿನಾಂಕ: 01.04.2016 ರಿಂದ 31.03.2017ರವರೆಗೆ ಮುಂದುವರೆಸುವ ಬಗ್ಗೆ–ಆದೇಶ.

ಓದಲಾಗಿದೆ : 1. ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆನಾಸ 33 ಆಇಸೇ 2015, ದಿನಾಂಕ: 03.03.2015.

2. ಆಯುಕ್ತರು, ಆಹಾರ, ನಾಗರಿಕ ಸರಬರಾಜು ಮತ್ತು ಗ್ರಾಹಕರ ವ್ಯವಹಾರಗಳ ಇಲಾಖೆ ಇವರ ಪತ್ರ ಸಂಖ್ಯೆ: ಸಿಎಫ್ಎಸ್/ಇಎಸ್‌ಟಿ(1)32/1986–87, ದಿನಾಂಕ: 15.02.2016.

ಪ್ರಸ್ತಾವನೆ:

ಮೇಲೆ (1)ರಲ್ಲಿ ಓದಲಾದ ದಿನಾಂಕ: 03.03.2015ರ ಸರ್ಕಾರದ ಆದೇಶದಲ್ಲಿ ಆಹಾರ, ನಾಗರಿಕ ಸರಬರಾಜು ಮತ್ತು ಗ್ರಾಹಕರ ವ್ಯವಹಾರಗಳ ಇಲಾಖೆಯ 352 ತಾತ್ಕಾಲಿಕ ಹುದ್ದೆಗಳನ್ನು ದಿನಾಂಕ: 01.04.2015 ರಿಂದ 31.03.2016ರವರೆಗೆ ಮುಂದುವರೆಸಿ ಆದೇಶಿಸಿದೆ.

ಆಯುಕ್ತರು, ಆಹಾರ, ನಾಗರಿಕ ಸರಬರಾಜು ಮತ್ತು ಗ್ರಾಹಕರ ವ್ಯವಹಾರಗಳ ಇಲಾಖೆ ರವರು ಮೇಲೆ (2)ರಲ್ಲಿ ಓದಲಾದ ದಿನಾಂಕ:15.02.2016 ಪತ್ರದಲ್ಲಿ ಮೇಲೆ (1)ರಲ್ಲಿ ಓದಲಾದ ದಿನಾಂಕ:03.03.2015ರ ಆದೇಶದಲ್ಲಿ ಮುಂದುವರೆಸಲಾದ 352 ತಾತ್ಕಾಲಿಕ ಹುದ್ದೆಗಳನ್ನು ಆಡಳಿತಾತ್ಮಕ ಹಿತದೃಷ್ಟಿಯಿಂದ ದಿನಾಂಕ;01.04.2016 ರಿಂದ 31.03.2017 ರವರೆಗೆ ಪುನಃ ಮುಂದುವರೆಸಬೇಕೆಂದು ಕೋರಿದ್ದಾರೆ, ಸರ್ಕಾರವು ಈ ಪ್ರಸ್ತಾವನೆಯನ್ನು ಕೂಲಂಕಷವಾಗಿ ಪರಿಶೀಲಿಸಿದ್ದು, ಅದರಂತೆ ಈ ಕೆಳಕಂಡ ಆದೇಶ.

ಸರ್ಕಾರಿ ಆದೇಶ ಸಂಖ್ಯೆ: ಆನಾಸ 41 ಆಇಸೇ 2016, ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 14.03.2016.

ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಅನಾಸ 33 ಆಇಸೇ 2015, ದಿನಾಂಕ:03.03.2015ರಲ್ಲಿ ಮುಂದುವರೆಸಲಾಗಿದ್ದ ಆಹಾರ, ನಾಗರಿಕ ಸರಬರಾಜು ಮತ್ತು ಗ್ರಾಹಕರ ವ್ಯವಹಾರಗಳ ಇಲಾಖೆಯ ವಿವಿಧ ವೃಂದಗಳ ಈ ಕೆಳಗೆ ಉಪ ಶೀರ್ಷಿಕೆ(i) ರಿಂದ (iv) ರಲ್ಲಿ ನಮೂದಿಸಿರುವಂತೆ ಒಟ್ಟು 352 ತಾತ್ಕಾಲಿಕ ಹುದ್ದೆಗಳನ್ನು ದಿನಾಂಕ: 01.04.2016 ರಿಂದ 31.03.2017ರವರೆಗೆ ಅಥವಾ ಮುಂದಿನ ಆದೇಶದವರೆಗೆ ಇವೆರಡರಲ್ಲಿ ಯಾವುದು ಮೊದಲೋ ಅಲ್ಲಿಯವರೆಗೆ ಮುಂದುವರಿಸಿ ಆದೇಶಿಸಿದೆ:–

i. ದಿನಾಂಕ:1.11.85 ರಿಂದ ಜಾರಿಗೊಳಿಸಲಾದ ಒಟ್ಟು 370 ತಾತ್ಕಾಲಿಕವಾಗಿ ಮಂಜೂರಾದ ಹುದ್ದೆಗಳಲ್ಲಿ ಕಡಿತಗೊಳಿಸಿದ ನಂತರ ತಾತ್ಕಾಲಿಕವಾಗಿ ಮುಂದುವರೆಸಬೇಕಾದ ಹುದ್ದೆಗಳು:

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹುದ್ದೆಗಳ ವಿವರ	ಮುಂದುವರಿಸಬೇಕಾದ ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ
1	ಶಿರಸ್ತೇದಾರರು	107
2	ಪ್ರಥಮ ದರ್ಜೆ ಸಹಾಯಕರು	160
3	ವಾಹನ ಚಾಲಕರು	42
	ಒಟ್ಟು	**309 ಹುದ್ದೆಗಳು**

ii. ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆನಾಸ 203 ಆಇಸೇ 98, ದಿನಾಂಕ: 2.4.98 ಹಾಗೂ 21.09.98ರ ಮತ್ತು ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ:ಆನಾಸ 134 ಆಇಸೇ97, ದಿನಾಂಕ: 23.3.99ರ ಪ್ರಕಾರ ಹೊಸದಾಗಿ ಸೃಷ್ಟಿಸಲಾದ 7 ಜಿಲ್ಲೆಗಳಿಗೆ ಸೃಜಿಸಲಾದ ಹುದ್ದೆಗಳು:

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹುದ್ದೆಗಳ ವಿವರ	ಮುಂದುವರಿಸಬೇಕಾದ ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ
1	ಉಪ ನಿರ್ದೇಶಕರು	07
2	ಶಿರಸ್ತೇದಾರರು	01
3	ಬೆರಳಚ್ಚುಗಾರರು	02
4	ವಾಹನ ಚಾಲಕರು	07
5	ಲೆಕ್ಕಾಧೀಕ್ಷಕರು	07
	ಒಟ್ಟು	**24 ಹುದ್ದೆಗಳು**

iii. ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆನಾಸ 170 ಆಇಸೇ 07, ದಿನಾಂಕ: 23.8.2007, ದಿನಾಂಕ:23.8.2007ರ ಪ್ರಕಾರ ರಾಮನಗರ ಮತ್ತು ಚಿಕ್ಕಬಳ್ಳಾಪುರ ಜಿಲ್ಲೆಗಳಿಗೆ ಸೃಜಿಸಲಾದ ಹುದ್ದೆಗಳು;

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹುದ್ದೆಗಳ ವಿವರ	ಮುಂದುವರಿಸಬೇಕಾದ ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ
1	ಉಪ ನಿರ್ದೇಶಕರು	02
2	ಲೆಕ್ಕಾಧೀಕ್ಷಕರು	02
3	ವ್ಯವಸ್ಥಾಪಕರು	02

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ಕ್ರಮ ಸಂಖ್ಯೆ	ಹುದ್ದೆಗಳ ವಿವರ	ಮುಂದುವರಿಸಬೇಕಾದ ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ
4	ಪ್ರಥಮ ದರ್ಜೆ ಸಹಾಯಕರು (ಲೆಕ್ಕಪತ್ರ)	02
5	ದ್ವಿತೀಯ ದರ್ಜೆ ಸಹಾಯಕರು	02
6	ಬೆರಳಚ್ಚುಗಾರರು	02
7	ವಾಹನ ಚಾಲಕರು	02
	ಒಟ್ಟು	**14 ಹುದ್ದೆಗಳು**

iv. ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಆನಾಸ 177 ಆಇಸೇ 2009, ದಿನಾಂಕ: 30.3.2010ರ, ಪ್ರಕಾರ ಯಾದಗಿರಿ ಜಿಲ್ಲೆಗೆ ಸೃಜಿಸಲಾದ ತಾತ್ಕಾಲಿಕ ಹುದ್ದೆಗಳು:

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹುದ್ದೆಗಳ ವಿವರ	ಮುಂದುವರಿಸಬೇಕಾದ ಹುದ್ದೆಗಳ ಸಂಖ್ಯೆ
1	ಉಪ ನಿರ್ದೇಶಕರು	01
2	ಲೆಕ್ಕಾಧೀಕ್ಷಕರು	01
3	ಶಿರಸ್ತೇದಾರರು/ವ್ಯವಸ್ಥಾಪಕರು	01
4	ಪ್ರಥಮ ದರ್ಜೆ ಸಹಾಯಕರು	01
5	ದ್ವಿತೀಯ ದರ್ಜೆ ಸಹಾಯಕರು	01
	ಒಟ್ಟು	**05**

ಈ ಆದೇಶವನ್ನು ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಎಫ್‌ಡಿ 1 ಟಿಎಫ್‌ಪಿ 96, ದಿನಾಂಕ: 10.7.1996ರ ಐಟಂ 3ರಲ್ಲಿ ಇಲಾಖಾ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಯವರಿಗೆ ನೀಡಿರುವ ಅಧಿಕಾರ ಪ್ರತ್ಯಾಯೋಜನೆಯನ್ವಯ ಹೊರಡಿಸಲಾಗಿದೆ.

PR. 252

ಕರ್ನಾಟಕ ರಾಜ್ಯಪಾಲರ ಆಜ್ಞಾನುಸಾರ ಮತ್ತು ಅವರ ಹೆಸರಿನಲ್ಲಿ,
ಅರ್ಚನ ಎಂ.ಎಸ್
ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ,
ಆಹಾರ, ನಾಗರಿಕ ಸರಬರಾಜು ಮತ್ತು ಗ್ರಾಹಕರ ವ್ಯವಹಾರಗಳ ಇಲಾಖೆ.

ಮುದ್ರಕರು ಹಾಗೂ ಪ್ರಕಾಶಕರು:– ಸಂಕಲನಾಧಿಕಾರಿಗಳು, ಕರ್ನಾಟಕ ರಾಜ್ಯಪತ್ರ, ಸರ್ಕಾರಿ ಕೇಂದ್ರ ಮುದ್ರಣಾಲಯ, ಬೆಂಗಳೂರು–59